

KAUZ, LLC

EEO PUBLIC FILE REPORT

April 1, 2020 to March 31, 2021

I. VACANCY LIST

See **Master Recruitment Source List** for recruitment source data

[illegible]

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II. MASTER LIST OF RECRUITMENT SOURCES

Sources with an asterisk () denote organizations that requested notification of job vacancies

| *Source Number | Organization | Contact Person | Mailing/Email Address | Website | Phone Number | Number of Interviews |
|---------------------------|--|--|--|-------------------------------|--------------------------------|----------------------|
| COMMUNITY SOURCES | | | | | | |
| 1* | *Division of Vocational Rehabilitation | Debra Leffler | 1332 NW 53rd St., Lawton, OK 73505 / dleffler@okdrs.gov | | 800-487-4042 | |
| 2* | *Public Private Partnership Office | Shannon Jackson | Bldg. 4700 Mow Way Rd., 3rd Floor, Ft. Sill, Oklahoma 73503 / shannon.s.jackson.ctr@mail.mil | | 580-558-7101 | |
| 3* | *Providence Baptist Church of Burkburnett | Pastor Carl E. English Sr. | PO Box 427, Burkburnett, TX 76354 / ceenglishsr@yahoo.com | | 940-569-1231/fax: 940-569-8101 | |
| 4 | KAUZ (website) | | | newschannel6now.com | | 4 |
| 5 | Midwestern State University | Stephanie Sullivan | | https://app.joinhandshake.com | | 2 |
| 6 | Texas Workforce Commission | Judy Morgan/John W. Ater, II/Casey Parkhurst | john.ater@ntxworksolutions.org or Casey.Parkhurst@ntxworksolutions.org | | 940-322-1801 | |
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| ADDITIONAL SOURCES | | | | | | |
| 7 | University of Arizona | university career center employee | | https://app.joinhandshake.com | | |
| 8 | Baylor University | Kenneth Buckley | | https://app.joinhandshake.com | | |
| 9 | Colorado State University | university career center employee | | https://app.joinhandshake.com | | |
| 10 | Concordia University | university career center employee | | https://app.joinhandshake.com | | |
| 11 | Dallas Baptist University | university career center employee | | https://app.joinhandshake.com | | |
| 12 | University of Illinois at Urbana-Champaign | university career center employee | | https://app.joinhandshake.com | | |
| 13 | Job/Career Fairs | | | | | 1 |
| 14 | Linkedin | | | linkedin.com | | 3 |
| 15 | Oklahoma Christian University | university career center employee | | https://app.joinhandshake.com | | |
| 16 | Oklahoma State University | university career center employee | | https://app.joinhandshake.com | | |
| 17 | The University of Oklahoma | Kim Sherbon | | https://app.joinhandshake.com | | |
| 18 | University of Missouri - Columbia | university career center employee | | https://app.joinhandshake.com | | |
| 19 | University of North Texas | Tammy Van Der Leest | | https://app.joinhandshake.com | | |
| 20 | University of North Texas - Dallas | university career center employee | | https://app.joinhandshake.com | | |

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|----|---|--|---|---|--------------|----|
| 21 | Oral Roberts University | university career center employee | | https://app.joinhandshake.com | | |
| 22 | Rawls College of Business - Texas Tech University | university career center employee | | https://app.joinhandshake.com | | |
| 23 | Referrals | Employees, Clients, Vendors, other, etc. | | | | 13 |
| 24 | Southern Methodist University | university career center employee | | https://app.joinhandshake.com | | |
| 25 | Stephen F. Austin State University | university career center employee | | https://app.joinhandshake.com | | |
| 26 | Tarleton State University | Timber Allenbrand | | https://app.joinhandshake.com | | |
| 27 | Texas A&M University - Corpus Christi | university career center employee | | https://app.joinhandshake.com | | |
| 28 | Texas A&M University - Commerce | university career center employee | | https://app.joinhandshake.com | | |
| 29 | Texas Association of Broadcasters | | | tab.org | | 2 |
| 30 | Texas State University | Zoe Jackson | | https://app.joinhandshake.com | | |
| 31 | Texas Tech University | university career center employee | | https://app.joinhandshake.com | | |
| 32 | Texas Women's University | Julie Way | | https://app.joinhandshake.com | | |
| 33 | The University of Texas - Austin | university career center employee | | https://app.joinhandshake.com | | |
| 34 | The University of Texas at San Antonio | university career center employee | | https://app.joinhandshake.com | | |
| 35 | Valsparaiso University | university career center employee | | https://app.joinhandshake.com | | |
| 36 | TVJobs.com | | Broadcast Employment Services/PO Box 4116/Oceanside, CA 92052/info@tvjobs.com | tvjobs.com | 800-374-0119 | |
| 37 | Walk-ins | | | | | |
| 38 | West Texas A&M University | Kim Muller | | https://app.joinhandshake.com | | |
| 39 | Indeed | | | indeed.com | | 2 |
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TOTAL:

27

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

Career & Job Fairs

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Virtual job fairs, video chat with prospective job and/or internship candidates about careers with American Spirit Media.

- North Texas Workforce Solutions – Jobs Y'All Youth Career Expo (9/16/20)
- Midwestern State University “Careers in Business” – Fall 2020 (10/22/20)
- Hiring Red, White and You! Veterans Job Fair – (11/05/20)
- Red River Career Expo (RRCE) at Cameron University – (3/8-3/12/21)

Names of Station Personnel involved in Initiative:

Business Office Manager, EEO Coordinator
News Director
Anchors

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

Various trainings and seminars designed to give employees necessary skills to advance in their careers.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Training sessions/Workshop for news staff covering a wide variety of topics related to their jobs.

- Handshake Virtual Career Fair Training for Employers (7/16/20)
- How to Manage Problem Employees and Deal with Difficult People (8/04/20)
- Insperity Business Resiliency Series – Session 13: Vaccines and the Workplace (1/28/21)
- TAB: Tips and Tricks to a More Effective Interview – For Both Job Seekers and Passive Prospects (2/18/21)
- TAB: Restructuring the Sales Team for Stronger Retention & Engagement (3/4/21)
- TAB: The Talent Pipeline – A Must in Recruitment Success (3/11/21)
- TAB: Hiring in a Remote World (3/18/21)
- TAB: Do You have Enough Diversity at your Company? (3/25/21)

Names of Station Personnel involved in Initiative:

Business Office Coordinator/EEO Coordinator

GM/GSM

Local Sales Manager

Digital Sales Manager

Assistant News Directors

Marketing Director

National Sales Manager

Creative Services Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): ongoing

Describe Nature of Initiative:

Station run promotions and PSAs informing the viewing audience of careers with KAUZ as well as invite organizations to let us know if they would like to receive notifications of KAUZ job postings.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Promotions and PSA

"KAUZ is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. We encourage qualified community organizations to become part of our full-time job opportunity notification mailing list. If your organization distributes job information and can provide referrals as part of your regular activity, we would like to hear from you. Send your request to: EEO@kauz.com, that's EEO@kauz.com."

Names of Station Personnel involved in Initiative:

EEO Coordinator
General Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

Internship opportunities for students interested in careers in broadcast television.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Internship
Intern, Sales Dept., Spring 2021 – Midwestern State University

Names of Station Personnel involved in Initiative:

Local Sales Manager, various Sales' and news' personnel